

MICHIGAN LEGWORK

DEPARTMENT OF LABOR & ECONOMIC GROWTH

OCTOBER 2008

Mission: Possible

State of DLEG Meeting Highlights Accomplishments, Challenges

MORE THAN 200 DLEG EMPLOYEES gathered on October 9 at the Lansing Center for an afternoon of collaboration, creativity and camaraderie. With a theme of “Mission: Possible,” the 2008 State of DLEG meeting focused on DLEG’s newly revised mission and vision statements as well as the department’s accomplishments and challenges.

Emceed by Communications Director Mario L. Morrow, the event started with “Bad Day,” a lighthearted video that showed employees answering DLEG-related trivia questions. Next, Director Cooley introduced members of the Mission and Vision development team and rolled out the new mission and vision statements.

A highlight of the meeting was an interactive task, in which participants broke into groups and worked to develop a new “branding mission,” or tagline, for DLEG. The tagline is intended to ignite in DLEG’s customers thoughts of the outstanding customer service and many quality programs we provide. Following corporate examples such as Meijer (“Higher Standards, Lower Prices”), Kellogg’s (“People, Passion, Pride”), and Bissell (“Life Inspired Cleaning Solutions”), participants worked together to come up with a list of three or four ideas. The ideas were collected and 10 were chosen as the top choices.

Bureau and agency directors presented their organizations’ highlights and success stories from the previous year; later, attendees had an opportunity to ask questions of Director Cooley.

The meeting concluded with a presentation of the “Upper Hand” and “Pure Michigan” videos, and finally, a compilation of bloopers from Director Cooley’s “Consumers Corner” tapings was shared with attendees.

As a follow up to the meeting, all DLEG employees were invited to participate in the Branded Mission contest. Employees had until October 22 to submit ideas; Director Cooley chose his favorites among all the entries, including those submitted at the State of DLEG meeting, and DLEG employees have been invited to vote for their favorite. The winning entry will be announced on November 3.



Deputy Directors Rita Canady, Andy Levin and Susan Corbin go incognito with Director Cooley.



Attendees work together on developing a new identifiable slogan for the department.

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At the 2008 State of DLEG meeting, Director Cooley presented his thoughts on a "cultural shift" within DLEG

MICHIGAN LEGWORK

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Keith W. Cooley, Director

DLEG Office of Communications
Director: Mario L. Morrow

Editor: Kathy Fagan
Designer: Gina DiNatale Coon

October Contributors:
Dave Corcoran, Myrtle Gregg-LaFay, Marianne Holst, Lori Howard, Norm Isotalo, Vicki Levensgood, Maria Lewis, Patty Miller-Kramer, Gerry Schroeder, Joy Thomassen, Susan Turney, Jeannie Vogel

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fagank@michigan.gov



Message From the Director

Mission: Possible

DLEG Director Keith W. Cooley spoke to more than 200 staff representing each agency and bureau in the department at the State of DLEG meeting October 8. The following are highlights from Director Cooley's presentation:

It's been a tumultuous year and a half since the Governor appointed me DLEG Director in March of 2007.

2007 will long be remembered as a watershed year in Michigan...the year when we made the hard decisions to put our fiscal house on the road to stability, while investing in our citizens and our economy.

But we got through it.

Frankly...I'm more than just a little proud that Michigan has the most aggressive strategy of any state in the nation: to create jobs, to grow the economy, and to bring new opportunities to communities all across our state.

And I want you to know that DLEG is playing a critical role in Gov. Granholm's strategy to help Michigan succeed in the new economy.

Let's take a look at some of our successes.

Bureau of Commercial Services

- ❖ Corporation Division has received several awards for customer service—and our own Ann Baker was named State Bar of Michigan's Outstanding Business Lawyer and was awarded the prestigious Stephen H. Schulman Award.

Liquor Control Commission

- ❖ Broader patrol activities to stop illegal importation of alcohol from neighboring states and the safety of delivery because of hijackings of delivery trucks.

Public Service Commission and Energy Office

- ❖ Passage of the Renewable Portfolio Standard

Bureau of Workforce Programs

No Worker Left Behind—1st Anniversary Aug. '08

- ❖ Celebration events across the state
- ❖ 37,725 enrolled in training the first year
- ❖ 2,819 for August 2008, and 1,315 on wait lists.

MIOSHA

- ❖ 2008 Alfred P. Sloan Award for Business Excellence in Workplace Flexibility.

These accomplishments are just the tip of the iceberg.

Each of you is an integral part of the strategies that have pioneered some outstanding efforts that go beyond traditional working environment... to create innovative programs and

collaborative partnerships that really enhance how we work!

I know the challenge of providing the best customer service is the heartfelt goal of each and every one of you.

Remember the old saying — to be creative you need to think outside the box? Well today...you will have to create as if there **was no box** — as if the sky is the limit!

With that said, allow me to present to you the new mission and vision — crafted by the members of the Mission and Vision Development Team in conjunction with Leadership Council.

Mission

"Promote and ensure Michigan's future through education, job training, innovation and collaborative partnerships in service and protection of our customer needs."

Vision

"DLEG through its people establishes the global standard for excellence in customer service."

- ❖ We are the customer service benchmark.
- ❖ We demonstrate that we are good stewards of the public trust.
- ❖ We ensure Michigan achieves the benefits of a fully and safely employed citizenry.
- ❖ We are known by our customers, partners and stakeholders for outstanding service and our zeal for results.
- ❖ Our customers rave to family and friends about our consistent, fair and respected service.
- ❖ Our customers love our work because our services are convenient, accessible and available anytime.
- ❖ Our customers love our signature on-line and on-time transactions that showcase our personal touch.

On behalf of the deputies, Leadership Council, and the Mission and Vision Team, thank you for all you do.

See page 5 for more photos from the State of DLEG meeting.

For final results of the silent auction and a list of Mission and Vision Development Team members, see page 21.

Michigan Rehabilitation Services Bureau-Wide Redesign Begins October 1

Reaffirms the Bureau's Core Values Toward Promoting Abilities

By Jeannie Vogel, Office of Communications

Michigan Rehabilitation Services (MRS) officially started a bureau-wide redesign on October 1. The overarching goal of the redesign is continuous quality improvement with the focus on putting customers first by aligning business units with DLEG and state 21st century workforce development initiatives.

The full-scale bureau implementation was launched at the Detroit Consolidation Kick-Off Meeting on September 29, at the MRS offices in Detroit. More than 100 MRS staff attended to hear from Deputy Director Andy Levin who provided an update on DLEG's 21st Century Workforce strategy and the tremendous opportunities it will bring for people with disabilities, particularly in taking advantage of emerging job opportunities.

The MRS Long Term Plan 2008–2013, is the result of a strategic redesign process which began in 2005. Developing the plan, along with a new mission and vision for MRS, came from a multitude of data gathered from several sources including an MSU Impact Study, MRS Redesign Council findings, and a series of formal and informal surveys of MRS staff, partners, and organizations. The results uncovered the need to better align resources to meet shifting customer needs and focus on meaningful employment rather than placement.

"We needed to create a mission and vision that would carry us forward to meet the demands of the future," said MRS Director Jaye Shamsiddeen. "Ensuring people with disabilities who are served by MRS successfully compete for jobs in the 21st century, and make informed choices consistent with their individual abilities, capabilities, interests and rehabilitation needs, is our #1 goal," she said. "Increasingly, we're clarifying our niche in workforce development by increasing our partnerships with targeted employers, agencies, organizations, and independent living communities to maximize quality employment and independence for people with disabilities."

More mission focused than ever, MRS will focus on increasing employer satisfaction with services and the employees placed through MRS; increasing customer satisfaction with the quality of jobs they obtain and retain in high demand occupations; building stronger relationships with independent living communities; improving delivery of professional vocational rehabilitation services; and empowering staff to make improved decisions and take decisive actions toward greater productivity, creativity, efficiency, and accountability.

With the redesign, the MRS Executive Office now oversees four major divisions or business units which are not exclusively defined by geography, but rather defined according to statewide functionality and services that will improve regional collaboration. According to Jim Bunton, MRS Division Director, Policy & Business Services/Southeast Division, the new organization will streamline the delivery of services by eliminating costly duplication, and improve the exchange of resources by improving communication with partners and stakeholders.

"The redesign will help us be much more effective in the changing dynamics of the rehabilitation process, the rehabilitation community, and the changing customers that we serve through No Worker Left Behind, JET (Jobs, Education & Training), MPRI (Michigan Prisoner Re-Entry Initiative), and Veterans Services, for example, and serving more severe disabilities, such as autism," Jim said.

Statewide rollout of the redesign and long-term plan began with the MRS executive team visiting all MRS district offices during July through September, when staff learned of new responsibilities and duties. MRS is DLEG's second largest bureau with 528 employees.

MRS is staffed with specially trained disability and business representatives in every region of the state. One or more master's-degree level rehabilitation counselors are working in their communities through 37 field offices and are also on staff at each of the 100 Michigan Works! Service centers. In addition, specially trained employment specialists are helping business owners and managers find solutions to disability-related issues in the workplace.

Bureau Stats: MRS Return On Investment FY 2007

- 7,546—Customers w/disabilities achieving competitive employment
- \$84.5M—Approximate amount of earned income increase from application to closure
- \$24M—Approximate increase in the amount of projected state/federal income taxes paid
- 312—Michigan Career and Technical Institute graduates (June 2007 school year)



Special guest, Deputy Director Andy Levin, provides an update on No Worker Left Behind and DLEG's 21st Century Workforce Strategy at the Detroit Consolidation Kick-Off Meeting, September 29.



MRS Director Jaye Shamsiddeen (l) and MRS Deputy Director Louis Adams (r) converse at the meeting.



Jim Bunton, MRS Division Director, Policy & Business Services/Southeast Division, addresses the group.

MRS Redesign (Continued from previous page.)

Bureau Stats: MRS Return On Investment FY 2007 (CONTINUED)

- 2,673—Employers Served
- 4,126— Acquisitions (number of employer contacts made by MRS)
- 702—Retentions (people helped to retain their jobs (example: need hearing aids, but can't afford them)

An ongoing marketing and public education plan to increase awareness of MRS and its programs with other state departments, legislators, and business and community partners will continue into 2009.

The New Americans with Disabilities Act Amendments and What They Mean For You

By Myrtle Gregg-LaFay, DLEG Equal Opportunity Director & Reasonable Accommodation Coordinator

After five years of advocates for the disability community working with the business community, the Amendments to the ADA (the ADAAA) passed both houses of Congress and President Bush signed the law on September 25.

What are these changes to the ADA? And what do they mean for me?

It is estimated that millions of Americans with a variety of medical situations will have protection under the ADA Act Amendments. When the ADA first passed in 1990, Congress said the anti-discrimination law protected anyone with a "physical or mental impairment" that "substantially limits" a major life activity. However, over the years, people with a variety of conditions, (including some with diabetes, epilepsy, heart disease, cancer, carpal tunnel syndrome, hearing loss and other conditions that could be treated), were surprised to learn that they were NOT protected by the ADA. A number of judges across the country said that employers should consider "mitigating measures" (whether taking medications, using equipment, etc. helped stop or decrease symptoms), when deciding if there was a substantial limitation, or not.

The high court interpreted the law to apply only to people who were truly disabled, excluding persons with a medical condition that could be treated. In 1999, the justices threw out a disability discrimination claim from a truck mechanic who was fired because he had unusually high blood pressure. The court ruled that he did not have a disability because medication brought his blood pressure under control.

In another widely cited case, the court ruled in 2002 that an auto worker with carpal tunnel syndrome did not have a disability, even though she could no longer perform the repetitive tasks on the assembly line. So, the courts created this strange *Catch-22*, allowing employers to say a person is 'too disabled' to do the job, but not 'disabled enough' to

be protected by the ADA, according to a coalition of disability rights groups who testified before Congress.

Over time, these groups working with business groups, such as the U.S. Chamber of Commerce, reached agreements which led to the passage of the ADAAA. According to Michael J. Eastman, a lawyer with the Chamber of Commerce, the courts had excluded too many people. "This means many more people will be deemed to have a disability, and some employers are nervous about that."

In some of the employer-oriented newsletters I've seen, some employers are anxious that this will mean more lawsuits. Other employers indicated that they still feel the definition of disability is too complicated.

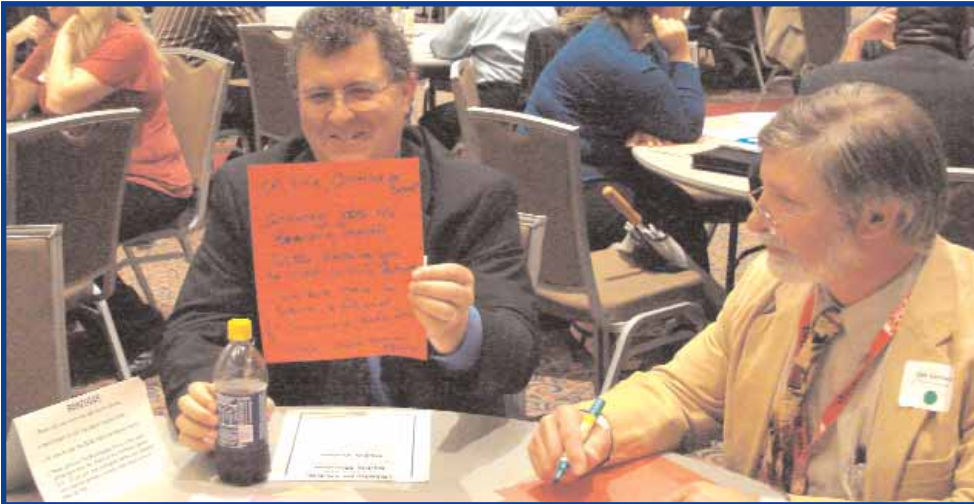
Under the ADAAA, Congress has said that determining a disability should not take a lot of thought or effort and should be interpreted broadly. The list of major life activities has been expanded. In addition to activities recognized before the ADAAA (caring for oneself; performing manual tasks; speaking; seeing; breathing; hearing; learning; eating; sleeping; concentrating; walking; thinking; standing; lifting; and working), reading, bending, and communicating have been added.

So, if you are a person with a disability or have family members or friends with a disability, this could mean increased protections. If you are a supervisor, this may mean more of your employees could be eligible for reasonable accommodations in order to complete their jobs effectively.

If you want more information on the Amendments, which become effective as of January 1, 2009, check out http://www.eeoc.gov/ada/amendments_notice.html. The U.S. EEOC has been asked to revise it's ADA Guidance, to be in line with these Amendments, so stay tuned for that as well.

State of DLEG 2008

Mission: Possible



Ken Vasilnek (right), Office of Human Resources, looks on as Finance Director Al Pohl displays their team's ideas for the DLEG slogan challenge.



Communications Director Mario Morrow welcomes the crowd and gets ready to roll the "Bad Day" video.



DLEG employees watch as Deputy Director Andy Levin gives the mike to Michigan Commission for the Blind State Director Pat Cannon.



Office of Financial and Insurance Regulation Chief Deputy Commissioner Stephen Hilker (left) listens as Commissioner Ken Ross shares some of the agency's success stories from the past year.



State Government Blues Review entertains the crowd with guest vocalist Yvette Robinson, Bureau of Commercial Services.



The audience enjoys a light moment during "Bad Day."

Project Continues to Earn “Respeto”



DLEG agriculture employment specialist Rose Rangel (right) visits with migrant workers in the field.

Project Respeto (“respect”) helps build bridges between law enforcement and migrant workers — helping these workers make the best of their time in Michigan by making them more comfortable approaching police officers when they need them.

The project was established in 2002 in Manistee as a collaborative project of the Northwest Michigan Migrant Resource Council and the Traverse City Civil Rights office in an effort to create awareness and a sense of trust between the law enforcement and the migrant community through training and educational materials.

Council Chairperson Rose Rangel, an agricultural employment specialist with the DLEG’s Bureau of Workforce Transformation, was instrumental in helping to organize, plan and implement the program. During the spring of 2002, Rose put together cultural training for the law enforcement officers in Mason, Manistee and Benzie counties. The training provides information on the history of migrant workers and the important role they play in our communities, and offers an insight into Mexican culture.

Rose also set up an outreach program to the migrant families. After first talking to the growers to obtain permission to visit the camps, Rose and Bertha Saucedo (Department of Human Services) met with the workers to explain that the visits were intended to be friendly and did not involve looking for any kind of violations. The visits take place in the evenings when the workers are available. Rose said that once the workers became comfortable, they became interested in what the officers had to say and trust was established. The visits give the workers a chance to meet officers on a non-confrontational basis and give the officers a chance to learn more about the Mexican culture.



Law enforcement officials participate in migrant worker cultural training.

Another activity of Project Respeto was the creation of a brochure titled “Driving in Michigan — What You Should Know.” The brochure contains regulation and information tips including common reasons for being stopped, what to do when issued a ticket, and more.

In addition, Rose has worked closely with the growers in Manistee County to successfully launch a new worker identification card system. The cards were designed to help law enforcement identify a worker and help in the event that a worker needed to contact the grower or someone at the camp.

“Project Respeto is in its eighth year and has been very successful,” Rose said. “We now have both law enforcement and the migrant populations asking when the visits will happen. Law enforcement officials look forward to meeting with the workers and families, and the workers look forward to the visits as well. Complaints have become almost non-existent with both sides.”

In 2004, Mason County Sheriff’s Office Chief Deputy Kirk Myers worked with Rose to give a presentation on Project Respeto at the national Midwest Association of Farmworkers Organization (MAFO) conference in San Antonio, Texas. While at the conference, Rose received the national LUPE Award for her efforts in reaching out to migrant workers. The LUPE Award stands for Leadership, Unity, Professionalism and Excellence, and is given each year to just two outreach workers with backgrounds in migrant work.

Rose said she would like to see Project Respeto continue to educate officers and migrant workers about how they can work together. Already, many workers have learned to respect officers without fearing them, she said, and other communities in the state are considering starting a similar program.

Chief Deputy Myers added that there is hope this is the start of a good relationship of trust and communication between law enforcement and the migrant community.

“I found the camp visits a very fulfilling experience,” Chief Myers said. “I believe the program with the camp visits, the brochures and the cards for the road patrol people fill a void that had not been previously addressed.”

MCTI Gets the Vote Out!

By Patty Miller-Kramer, MCTI

The students at Michigan Career and Technical Institute (MCTI) were given the chance to vote October 1. As part of a partnership between MCTI, Michigan Protection and Advocacy Services (MPAS), and Prairieville Township, all 330 MCTI students were given the opportunity to register to vote, check whether they had previously registered at home or request an absentee ballot. They could also take part in a mock election to get practice. MCTI Director Dennis Hart said "It is important that our students get to participate in the political process."

Andrea Rizor of Michigan Protection and Advocacy Service said the goal of the traveling program was to help people "understand it is their right to vote." The organization has been partnering with local clerks, Centers for Independent Living, and other disability organizations, to spread the word about the voting process and election protection.

When contacted by MPAS about doing a voter registration drive, Normajean Nichols, Prairieville Township Clerk said, "why don't we do a mock election?" She contacted the Barry County Clerk who provided supplies and equipment support. Normajean also brought three election assistants to support the process: Geraldine Monroe, William Dye, and Hally Maxson.

Ms. Rizor went on to say that "it is wonderful to see the support from the local clerks office. Normajean was willing to process registrations for students from all over the state, taking on a lot of extra work." In total, 147 absentee ballots were requested, 60 new voters were registered, and 133 ballots were cast in the mock election.

MCTI is part of the Department of Labor & Economic Growth, Michigan Rehabilitation Services, and provides state-of-the-art job training to prepare people with disabilities for competitive employment.



MCTI Custodial student Jesse Smith, of Mt. Morris, uses the AutoMARK accessible voting machine.



Prairieville Township Clerk, Normajean Nichols, helps MCTI Student, and first time voter, Cody Habitz vote in the mock election.

Covanta Kent Receives State's Highest Safety and Health Award

On September 12, Covanta Kent Inc. of Grand Rapids received the MIOSHA Michigan Voluntary Protection Program (MVPP) Star Award for workplace safety and health excellence.

MIOSHA Director Doug Kalinowski presented the MVPP Star Flag to the Covanta Kent Safety Committee, who accepted on behalf of all employees. Steve Representative Dave Hildenbrand presented a Legislative Tribute during the award ceremony.

The Covanta Kent Energy-from-Waste Facility employs about 40 workers and processes 625 tons per day of municipal solid waste, generating up to 18 megawatts of clean, renewable electricity. The facility is owned by Kent County, and is operated by Covanta Energy. Waste is delivered to the facility from Grand Rapids, East Grand Rapids; Grandville; Kentwood; Walker; and Wyoming.

Covanta Energy's 38 Energy-from-Waste facilities provide communities with environmentally sound solutions to their solid waste disposal needs by using that municipal solid waste to generate clean, renewable energy.



The Covanta Kent Safety Committee displays the MVPP Star Award.



Steve Representative Dave Hildenbrand reads the legislative tribute.

Michigan Commission for the Blind Celebrates 30th Anniversary with Capitol Event



(L-R): MCB clients Crystal LaFleche, Dolores Gillett, Ron Tardy, Diana Schmitthausler, and Larry Woods; MCB State Director Patrick Cannon, DLEG Deputy Director Andy Levin, MCB Commissioner Mark Eagle, and State of Michigan Interpreter Janet Jurus. Photo by Catherine Ottarson, House Democratic Communications.

On September 24 in the Rotunda of the State Capitol, the Michigan Commission for the Blind celebrated its 30th anniversary of providing services to people in Michigan who are blind or visually impaired. The brief program featured success stories told by clients of the commission, who spoke about their adjustment to sight loss, the training and other opportunities they received from the Michigan Commission for the Blind, and their current activities and accomplishments. Invited guests included representatives of community organizations that partner with MCB in helping to make these success stories possible.

Patrick Cannon, MCB State Director, was master of ceremonies for the celebration. DLEG Deputy Director Andy Levin congratulated MCB on its 30th anniversary and noted that MCB, with its employment-related services, is appropriately located in DLEG. MCB Commissioner Mark Eagle gave his congratulations. The five MCB clients who spoke were Larry Woods (East Lansing), Diana Schmitthausler (Lansing), Ron Tardy (East Lansing), Dolores Gillett (Jackson), and Crystal LaFleche (Lansing). Their ages ranged from the early twenties to 87 years, and they spoke about their independence at home and at work, their jobs and volunteer activities, and life as a college student, among other topics.

After the program, refreshments were provided courtesy of Mark Rothenhauser, the MCB Business Enterprise Program snack stand operator in the State Capitol building.

The Michigan Commission for the Blind provides training and other opportunities for individuals who are blind or visually impaired to achieve independence and/or employment, annually serving more than 4,500 state residents. MCB was established on October 1, 1978, by P.A. 260 of 1978. For more information about MCB, visit our site: www.michigan.gov/mcb or call toll-free: (voice) 1-800-292-4200; TTY 1-888-864-1212.

As part of the State of Michigan, Working on Wellness (WOW) campaign, 35 staff at the Michigan Career and Technical Institute (MCTI) participated in a 6,247 mile virtual walk to Baghdad. The WOW team donated 25 pedometers to the MCTI staff and the walk began on June 10.

DLEG Co-Sponsors Job Fair for Vets

By Lori Howard, Bureau of Workforce Transformation



Vets learn about the many services, benefits and employment opportunities offered by Michigan companies during Hire vets Job Fair Week.

The Redford "Hire Vets" Job Fair, co-sponsored by DLEG and the Veterans of Foreign Wars (VFW), was held in Redford on September 25 as part of Hire Vets Job Fair Week. The event was attended by nearly 200 Michigan veterans seeking employment, and more than 30 companies offering to fill that need. Among the companies present were DTE Energy, FBI, FedEx, Michigan State Police, Pepsi, Trialon Corporation, and the U.S. Army Tank — Automotive Command (TACOM). There were also veterans' services available to assist veterans with questions about employment, training, and benefits. Veterans representatives from DLEG were Renée Brzeg and Ramon Coutinho. Other BWT Veterans' Services personnel in attendance included Lori Howard, Mike Wofford, Joe Gabelsberger, Joe Swyrtek, Ron Ross, Rich Kryza, and Bruce Griffith. The event was covered by DLEG Job Show personnel, The Detroit Free Press, and the Veterans Hour radio program (WPON AM 1470). The Redford VFW post provided lunch free for all attendees, including job seekers and employers.

UIA and DIT staff honored for work on EUC program

At DLEG's Leadership Council meeting on September 18, a number of staff members from the Unemployment Insurance Agency (UIA) and the Department of Information Technology were recognized for their efforts with the federal Emergency Unemployment Compensation (EUC) program. The honorees served as representatives for staff throughout UIA who worked on the successful EUC launch in July.

UIA Director Stephen Geskey told the Council that the agency strove to begin issuing EUC benefits to unemployed workers as quickly as possible, and within three weeks of the program taking effect, UIA was making payments.

"These benefits are extremely important to Michigan's unemployed," he said, "and are used to pay for food, rent, prescriptions and other vital needs. For some, EUC means the difference between having a home and being homeless."

Geskey also noted that some states only started issuing EUC benefits in early August, weeks after UIA's launch.

EUC provides up to 13 weeks of federally funded unemployment benefits to those who exhaust their state benefits and are still unemployed.

Unemployment Insurance Agency

Benefit Systems Control

Jocelyn Clarke
Bonnie Clark
Sue Easton
Lawrence McLaren
Victoria Scott
Thomas Whitkopf

Trade Readjustment Allowances

Samuel Johnson
Richard Young

Federal Programs & Procedures

Cherie Kearns
Rosetta Watts

Central Benefits Control

Lisa Paige
Tawana Rogers

Trust Fund Accounting

William Bryan
Debbie Ciccone

Detroit RICC

Faith Bavol
Evelina Clark

Grand Rapids RICC

Laurie Patrick
Mary Rundell
Kristine Sparks
Robert Wilkis

Saginaw RICC

Joann Reinholz
Kristine Strong

Center for Learning & Development

Mary Jean DuBuc

Warehouse

Dean Ahrens

Dept. of Information Technology

Bill Brock
Geraldyn Carter
Pete Galda
Grey Zagrodnick



Representing the three RICCs at the Council meeting are: front (l-r) Director Geskey, Mary Rundell, Margaret Evans, Kristine Strong, and Faith Bavol; back (l-r): Kristine Sparks, Lori Patrick and Robert Wilkis. Rundell, Sparks, Patrick and Wilkis are from the Grand Rapids RICC; Evans and Strong from Saginaw; and Bavol from Detroit. (Unavailable for the photo was Joann Reinholz, Saginaw; and Evelina Clark, Detroit.)



Representing Benefit Systems Control are: front (l-r) Victoria Scott, UIA Director Stephen Geskey, Bonnie Clark, and Sue Easton; back (l-r) Thomas Whitkopf, Jocelyn Clarke and Larry McLaren.



Posing with Director Geskey are Lisa Paige, Richard Young, Samuel Johnson and Tawana Rogers. Young and Johnson are from the TRA/Special Programs Unit, while Rogers and Paige work in Central Benefits Control.



Representing the Federal Programs & Procedures Unit are (r-l) Cherie Kearns and Rosetta Watts. Margaret Evans (left) from the Saginaw RICC worked closely with the unit as it developed procedures for implementing EUC in Michigan.

Department of Labor & Economic Growth's Corporation Division Director Named State Bar of Michigan's Outstanding Business Lawyer

G. Ann Baker Receives Prestigious Stephen H. Schulman Award



Director Keith Cooley stands with G. Ann Baker at the State Bar of Michigan's Business Law Section council meeting in September, where Ann was presented with the Stephen H. Schulman Outstanding Business Lawyer Award.

Congratulations to G. Ann Baker, director of the Corporation Division, Bureau of Commercial Services, who has received the Stephen H. Schulman Outstanding Business Lawyer Award. The award was presented to Ann as the sole recipient, following the State Bar of Michigan's Business Law Section council meeting in September. The award is in its third year of recognizing one or more lawyers annually based on career achievements and contributions to the Michigan Business Bar.

"Ann has dedicated her entire professional career to developing and implementing solutions that facilitate the formation of businesses while ensuring consumer protection, and that of course, leads to economic development and growth," said DLEG Director Keith W. Cooley. "We're extremely proud that her colleagues in the private sector have granted her their highest honor."

Since 1984, Ann has been director of the Corporation Division where she has been responsible for working with the Michigan Legislature and Business Law Section of the State Bar of Michigan to review legislation that impacts corporations and limited liability companies. She oversees the day-to-day administration of the division that is charged with ensuring the integrity of records for more than 630,000 active corporations. Ann also represents Michigan as a member of International Association of Commercial Administrators.

Andrew Metcalf, Jr., director of DLEG's Bureau of Commercial Services, said, "For almost 25 years, Ann has been the invaluable

link between the state and business lawyers. Her knowledge and expertise of constitutional, administrative, and business entity law and its applicability have set a standard of excellence."

The award was named for Stephen H. Schulman, who was instrumental in the drafting of much of Michigan's corporate law that is still in place today and was co-reporter for the Business Law Section Subcommittee on the Revision of the Michigan Business Corporation Act (MCBA). During his lengthy tenure as professor of business law at Wayne State University Law School in Detroit, Schulman was named multiple times as Professor of the Year, and served as faculty advisor and regular contributor to the Wayne Law Review. He passed away in 2000.

Ann, who knew Schulman personally, credits him with helping her to better understand how to address statutes.

"I was stunned by this recognition because the first five recipients had all served in private practice," Ann said. "It's one of the most humbling awards a lawyer in my position can receive from peers."

Ann is a member of the State Bar of Michigan and the American Bar Association, with special interest in corporation, limited liability company, limited partnership, limited liability partnership and state trademark law. She is a past-chair of the Business Law Section of the State Bar of Michigan, and has authored several "Did You Know" columns for The Michigan Business Law Journal on a variety of topics including choosing a business name and educational entities.

She previously was director of the Office of Franchise and Agent Licensing administering the Michigan Franchise Investment Law and the broker dealer, agent, and investment advisor portion of the Michigan Uniform Securities Act, from 1981-84. Ann is a graduate of Alma College with a J.D. from Thomas M. Cooley Law School.



In accepting her award, Ann Baker said, "Being recognized by the Section with this award is a tremendous honor. You have paid me the ultimate compliment by this recognition of my work and efforts."

MCTI Staff Working on Wellness

As part of the State of Michigan, Working on Wellness (WOW) campaign, 35 staff at the Michigan Career and Technical Institute (MCTI) participated in a 6,247 mile virtual walk to Baghdad. The WOW team donated 25 pedometers to the MCTI staff and the walk began on June 10.

The walk was part of a fundraising effort for Michigan Career & Technical Institute (MCTI) staff to send a care package to a medical military unit stationed in Afghanistan. \$110 was raised to purchase care items for the 20 member medical unit. They were requesting items to help comfort children and patients that are victims of the war. The package consisted of suckers, stickers and small toys for the kids plus some personal hygiene items for the medical staff there. "They say laughter is good medicine, so a whoopee cushion was included for good measure," says MCTI Walk Coordinator Michelle Moffett.

The walk continued until July 18. The walkers completed 3,814 miles, which put them virtually somewhere in the Atlantic Ocean. In addition to the pedometer, the walker with the highest miles won a traveling trophy, topped appropriately with the "Road Runner." Top five finishers were:

1st Place	John Miller	354 miles
2nd Place	Karine Carls	251 miles
3rd Place	Lynda Thomas	195 miles
4th Place	Jeff Durham	192 miles
5th Place	Rebecca Crocket	167 miles

MCTI is part of the Department of Labor & Economic Growth, Michigan Rehabilitation Services, and provides state-of-the-art job training to prepare people with disabilities for competitive employment.



Back row: Sue DeHaan, Dave Porter, Jennifer Zuniga, Carol Wiessner, Carol Harms, Jane Norton, Jeff Durham, Bruce Brenn, Brian Pruess. Front row: Nada Eggerstedt, Michelle Moffett, John Miller, Karine Carls, and Margie Erb. Not pictured: Linda Brice, Dr. Michael Kelly, Don Cain, Rebecca Crockett, Ron Davis, Beth DeWaters, Laurel Disney, Sandra Dix Pikaart, Kathy Fretz, Jan Glidden, Dennis Hart, Terry Haughn, Mike Kelley, Patty Miller-Kramer, Penny Miller, Sandy Reed, Lori Rodarte, Alicia Storey, Lynda Thomas, Mary Jane Welker, and Kelly Williston.



MCTI Director Dennis Hart, presents the "Road Runner" Trophy to John Miller

Insurance Advocate Files Complaint Against Allstate Insurance



Michigan Automobile and Home Insurance Consumer Advocate Butch Hollowell answers questions at a recent press conference, where he announced he was filing a formal complaint against Allstate Insurance Company with the Office of Financial and Insurance Regulation (OFIR). The complaint was in response to Allstate's decision to lower Michigan's driver safety ranking from best in the country to among the worst. Hollowell has asked OFIR Commissioner Ken Ross to investigate and hold a public hearing about whether Allstate has violated Michigan law by fraudulently altering data as a way to justify raising consumer insurance rates.

Hot Time in Detroit!

Land Bank Authority Allows Film Company to Burn Abandoned House



The home at 1182 Glynn Court



Firefighters and film crew from "The Butterfly Effect" stand by watching the home burn.

A Detroit house burned to the ground recently and staff from the Michigan Land Bank Fast Track Authority not only stood by watching, they gave the okay to set the house on fire. No, it wasn't a case of Devil's Night going overboard — this was a controlled burn done under the watchful eyes of the City of Detroit Fire Marshal by a film crew for a movie called "The Butterfly Effect: Revelation."

Last April, when Gov. Jennifer M. Granholm signed into law a generous tax incentive package to bring more movie-making to Michigan, the Land Bank contacted the Michigan Film Office to let them know about their 9,000-plus properties, and within a few months, the production company Flashback Films contacted the Land Bank.

The producers needed an abandoned house to use for a scene in the movie, a powerful thriller about a private detective in the City of Detroit with the ability to travel back in time. The Land Bank Authority leased them a home from its demolition list of 9,000 properties, and the film crew took care of the rest. After the home was finished burning, the crew cleared the site of all remaining debris.

According to Land Bank Executive Director Carrie Lewand-Monroe, now that the property is just a vacant lot, it is much less hazardous to the community, and it will be much easier to sell.

"The property was on our demolition list before the film company showed up — we just didn't have the money to do the demolition (about \$10,000 to demolish one home)," Carrie said. "We were able to provide the vacant home for the movie, but it's really a win for us as well as them!"

The company also needed a home interior for another movie scene, and after encountering red tape, came back to the Land Bank for another home. They let them use another home for a day, and in exchange, the company mowed the lawns and boarded up five other homes.

Carrie said that she's had a number of conversations with other filmmakers who are looking for specific properties, but this has been the only fit so far. However, she's hopeful that more filmmakers will contact the Land Bank about vacant homes.

"Drew Barrymore's crew called, for example, when they were looking for property in Ypsilanti to build a roller derby rink for her new film 'Whip It,'" Carrie said. "Unfortunately, we didn't have anything that would work."

Still, Carrie was pleased with the experience and so was the production company.

"The site manager for 'the Butterfly Effect' had some wonderful things to say about us, including that we were the best and easiest government agency he's ever worked with," Carrie said.

Energy Awareness in the Workplace



¹DLEG employees interested in reviewing the Alliance to Save Energy PC report can find it via this link: <http://www.ase.org/content/article/detail/3845>

The report is near the bottom of the page in PDF format.

October is Energy Awareness Month. How aware are you of energy consumed and wasted in the workplace? The Alliance to Save Energy, a nonprofit coalition of business, government, environmental and consumer leaders, in their PC (personal computer) Energy Report of 2007, estimated that each year, the nation's workplace PC waste 19.82 billion kWh of electricity and \$1.72 billion in utility costs. The report indicated that more than 104 million workers use a PC that can be shut down, however, up to 60 percent of those workers don't always shut down their PC at the end of a work day, and as many as 20 percent never shut off their PC! Each DLEG employee can take concerted action

to reduce energy waste at the workplace. Each DLEG employees' energy use habits can contribute significantly to cost savings and pollution reduction from unnecessary power use and remind co-workers to use only the energy needed to do their jobs. Soon, DLEG employees will receive a card, which they can post in their work station called "My Energy Reduction Checklist." It lists a few simple energy use reduction steps and also invites your comments and suggestion for other ideas. During October, challenge yourself to check off items that you have adopted during this Energy Awareness Month.

Director Cooley Says “Yup to the Yoop”

Director Cooley visited DLEG staff at two locations in Marquette during a recent visit to the Upper Peninsula city. The director was in town with others to conduct a public hearing of the Interagency Task Force on Employee Misclassification.

While in Marquette, he visited with staff at the Unemployment Insurance Agency’s Problem Resolution Office and the State of Michigan office.



Director Cooley poses for a photo with Harry Erickson, an investigator with the Bureau of Commercial Services, based in the State of Michigan office in Marquette.



At UIA’s PRO, Director Cooley and UIA Director Stephen Geskey chatted and had their photo taken with the staff. In the photo are (l-r) Geskey, unemployment insurance examiner (UIE) Karen Miron, UIE Kathy Ellis, fraud investigator Bob Danielson, field auditor Joan DesRoches, and Cooley.

Plan to Attend!

“Enhancing Careers While Managing Disability”

An Open House Resource Fair for Employees and Managers Impacted by Disability

October 30, Cadillac Place, Detroit

Are you working with a disability? Does a coworker’s disability affect you? Do you manage a team where disability is an issue? If so, plan to attend an informational resource fair on Thursday, October 30, 2008, at Cadillac Place, Room L-500, 3026 W. Grand Blvd. in Detroit. The event features two presentations that will address working with disability in state service: at 10:00 – 10:45 a.m., “Career Enhancement, Excellence and Disability” presented by Holly Grandy-Miller, Office of Great Workplace Development, and at 1:30 – 2:15 p.m., “Acquired Disability: Issues and Support Services” presented by David Ware, LMSW, ACSW, Employee Service Program. Representatives from several agencies will also be available to explain how their services can help enhance careers and manage disability in the workplace. Stop in on your break, over lunch, or any time between 9:45 a.m. – 2:30 p.m. to learn more about how disability impacts the workplace. The event is sponsored by the Office of Great Workplace Development and the Alliance of State Employees in observance of National Disability Employment Awareness Month. Questions? Contact Dave Ware, Alliance of State Employees with Disabilities, DaveACSW@comcast.net or 517-303-4320.



MRS Worker Celebrates 30 Years of State Employment



The Bowling Ball Bettys perform for Gayle (l-r): Nancy (Betty Jo) Cameron; Jill (Betty Jill) Shires, Maria (Betty Sue) Maki and Kathy (Betty Katalina) Triezenberg.

On September 17, rehabilitation assistant Gayle Dow celebrated 30 years in state employment. Co-workers at the Kalamazoo Michigan Rehabilitation Services office joined the celebration with a personalized song, written and performed by the "Bowling Ball Bettys," also known as Nancy (Betty Jo) Cameron; Jill (Betty Jill) Shires, Maria (Betty Sue) Maki and Kathy (Betty Katalina) Triezenberg. The song highlighted Gayle's outstanding commitment to keeping the office running smoothly, while raising children, following her fitness plan and her daily commute from Schoolcraft to Kalamazoo. Staff joked that she must have started work while in junior high, as she has such youthful energy and appearance. Gayle was seated in a rocking chair with footstool for the duration of the staff meeting, which she gladly accepted.



Gerry Schroeder (left) and Jim Wisniewski (right) cool their feet in the waters of the Mackinaw Straits after completing a 303-mile bicycle trip from East Lansing to Mackinaw City.

UIA Staffer Cycles for a Cause

By Gerry Schroeder, Field Audit, Saginaw PR0

Gerry Schroeder, a field audit supervisor with the Unemployment Insurance Agency and based in Saginaw, recently completed a 303-mile bicycle ride with the Dick Allen Lansing to Mackinaw (DALMAC) bicycle tour.

Founded in 1971 by former State Senator Dick Allen, the DALMAC tour offers 2,400 bicyclists a choice of five routes, starting at Michigan State University in East Lansing and ending in Mackinaw City or DeTour Village in the U.P. All proceeds from the tour support the DALMAC Fund, which grants money for bicycle-related projects statewide.

The DALMAC Fund was established in 1975 and contributes to the vitality of bicycling in Michigan. Since its inception, the DALMAC Fund has granted more than \$700,000 to Michigan organizations.

Through the generosity of his UIA co-workers and friends, Gerry and his riding companion, retired Michigan State Trooper Jim Wisniewski, raised more than \$600 for local charities, including the Big Brothers/Big Sisters and the Do-All Center. For more information about the charity ride, log on to www.dalmac.org.

Sparky Runs...

Carolyn "Sparky" Hutting, executive assistant to Director Cooley, crosses the finish line at the Capital City River Run, her first 5k run. Sparky came in third in her age group, finishing the race in 36 minutes, 31 seconds.



Fall Workshops Bring Job Training and Housing Information to Community and Faith Leaders Around the State

By Vicki Levensgood, Office of Communications

This fall the Governor's Office of Community and Faith-Based Initiatives (GOCFBI) hosted workshops in cities around the state to share detailed information on local, state, and federal employment and job training programs, small business resources, housing development, and foreclosure prevention. Workshops in Flint and Grand Rapids — entitled "Partnering with State, City, and Federal Agencies to Move Our Communities Forward" — each drew crowds of more than 60 local leaders, with more than a dozen members of the clergy attending the Flint workshop alone.

State and federal agencies that participated in the workshops include the Michigan Department of Labor & Economic Growth, the Michigan State Housing Development Authority (MSHDA), the federal office of Housing and Urban Development (HUD), the U.S. Small Business Administration, and several Michigan Works! Agencies around the state.

Paula Sadler, GOCFBI deputy director, said the goal of the governor's initiative is to provide a single point of contact to help local faith and non-profit partners bring critical social services to people in their own communities. The initiative acts as a bridge connecting faith-based and community nonprofit organizations to people and resources in state government.

"These workshops are a way to make sure community and faith leaders are aware of all the services available to their citizens," said Sadler, "and to learn how to take advantage of resources they may not even be aware of."

GOCFBI Director Greg Roberts described the importance of connecting state and federal programs with the organizations that typically are most trusted by a struggling member of the community.

"When Governor Granholm created the Office of Community and Faith-Based Initiatives, she believed it was important that we develop ways to connect faith-based and community organizations to more effective state government," said Roberts. "The workshops we have held in different parts of the state are designed to empower leaders with the information that is beneficial to them in their leadership capacity, and vital to the constituent groups that they represent. They are designed to level the playing field and

create equal opportunities for everyone who is interested in bettering their lives."

DLEG Director Keith W. Cooley delivered opening remarks, telling the assembled clergy and nonprofit leaders, "Making Michigan a great place to live, learn and earn means creating a transformation — a renaissance — statewide, and those of us in this room are the face of that renaissance." Director Cooley acknowledged the challenges are great, adding, "Some wonder what can they do against such enormous odds." Quoting activist and entrepreneur Anita Roddick, he said: "If you think you are too small to be effective, you've never been in bed with a mosquito."

The half-day sessions were broken roughly into two segments, the first focused on workforce development, job training, and small business resources, and the second, highlighting state and federal housing assistance programs and foreclosure prevention opportunities. Michele Walker of the Bureau of Workforce Transformation and Ardis Cazeno, Director of Labor Exchange Services, represented DLEG's key workforce development services. Michele provided an overview of No Worker Left Behind, the governor's signature job training program, and explained

fidelity bonding, Incumbent Worker and veterans services. Ardis provided an overview of the Michigan Talent Bank, the state's premiere job matching program,

and introduced the concept of Access Points, where the local MWA works with a church or community organization to set up career portals, in effect bringing key state employment services directly to the community.

Leaders in Flint thanked the state and federal agencies for bringing this important information directly to Flint's citizens.

City Treasurer Marcus Randolph praised the effort, saying "These workshops will enable a variety of our community and faith agencies to get the knowledge and the funding to help get our community back on track."

Rev. Louis Randolph, pastor of Flint's Antioch Baptist Church which hosted a workshop, offered his observation on the importance of this outreach: "Efforts like this are way overdue. In these economic hard times, there is still a positive side. We need to get the word out to the community that there is still hope."



Attendees listen intently during one of the sessions of the Governor's Office of Community and Faith Based Initiatives Grand Rapids workshop.

"In these economic hard times, there is still a positive side. We need to get the word out to the community that there is still hope."

— Rev. Louis Randolph, Antioch Baptist Church

MIOSHA Annual Meeting Highlights Accomplishments

By Judith Shane, MIOSHA Communications Director



MIOSHA Director Doug Kalinowski (Left) and MIOSHA Deputy Director Martha Yoder (Right) congratulated 35-year MIOSHA employees Jim Brogan, Director, Employee Discrimination Section (Center Left); and Jim Gordon, Director, Appeals Division (Center Right).

On September 3, the MIOSHA Program held its annual meeting at the LCC MTEC in Lansing. DLEG Director Keith Cooley and DLEG Deputy Director Susan Corbin both recognized the agency for its outstanding FY 2008 efforts to protect Michigan's working men and women.

MIOSHA Director Doug Kalinowski and MIOSHA Deputy Director Martha Yoder provided key program accomplishments for the FY 2004–2008 MIOSHA Strategic Plan and introduced the new FY 2009–2013 Strategic Plan.

MIOSHA is mandated by Congress to develop a five-year strategic plan that incorporates measurable results. Although the goals for the FY 2004–2008 Strategic Plan were set high, almost all of the goals were met!

A key part of the annual meeting is recognizing employee achievements. All workgroup/committee members received recognition for their participation in program development, and years-of-service certificates were also presented to employees. This year MIOSHA recognized two employees for 35 years of service: Jim Brogan, Director, Employee Discrimination Section; and Jim Gordon, Director, Appeals Division (see photo).

MIOSHA also selects five outstanding employees to recognize each year. See article below.

MIOSHA 2008 Special Recognition Award Recipients

Herbert C. Austin Director's Discretionary Award **Eva Hatt, Safety and Health Manager** **General Industry Safety and Health Division**

This award provides an opportunity for the MIOSHA director to recognize a supervisory or management staff member whose performance has been exemplary. The individual will have made an outstanding and exceptional contribution to the agency during the past year to help MIOSHA meet its goals of protecting the safety and health of Michigan's working men and women.

Bernard D. Bloomfield Award **Dave Fogle, Senior Industrial Hygienist** **General Industry Safety and Health Division**

This award recognizes an industrial hygienist who has made a significant contribution in helping to further the agency's primary objective to improve workplace conditions and prevent occupational illness. This contribution should exemplify Bernie Bloomfield's 26 years of dedicated service with the Michigan Department of Public Health.

Galeeta Galusha-Antes Excellence in Service Award **Kim Weaver, Secretary, Asbestos Program** **Construction Safety and Health Division**

This award provides an opportunity to formally recognize an administrative support employee who

has made a significant contribution in helping to further the agency's primary objective of protecting Michigan workers; through on-going exceptional performance, efficiency, and accuracy.

Allan W. Harvie Meritorious Service Award **Rich Sumner, Senior Onsite Construction** **Safety Consultant** **Consultation Education and Training Division**

This award provides an opportunity to formally recognize an individual each year who has made an ongoing significant contribution in furthering the agency's primary objective of protecting Michigan workers; to encourage innovation in meeting agency goals; and to foster the spirit of teamwork.

William H. Sebring Meritorious Service Award **Terry Bellgowan, Senior Safety Officer** **Construction Safety and Health Division**

This award provides an opportunity to formally recognize an individual each year who has made a significant contribution in furthering the agency's primary objective of protecting Michigan construction workers; to encourage innovation in meeting agency goals; and to foster the spirit of teamwork.

Service Awards Given to Wage & Hour Staff

In August, the Wage & Hour Division held its first staff-wide meeting in three years. At the meeting, Administrator Jack Finn presented service awards to staff with significant state service anniversaries. The recipients received certificates noting their years of service.

Those receiving awards for years of state service were:

John Stadel	39 years	Bill Mullen	19 years
Linda Swanson	35 years	Maria Ortiz	19 years
		Kimberli Wright	18 years
Michael Aubin	30 years	Jack Finn	16 years
Yvonne Clark	30 years	Michele Betz	15 years
Georgia Harris	30 years	Patricia Bialek	15 years
		Jill Hookey	15 years
Ken Keusch	27 years		
Allen Evans	25 years	Jennifer Fields	14 years
Susan Shelton	25 years	Sharon Dock	12 years
		Troy Smith	12 years
Gordon Heinonen	23 years		
Wendy Beam	20 years	Brian Brownell	9 years
Tara Bride	20 years	Catherine Moricz	5 years
Maureen Diehl	20 years	Adam Sandoval	5 years
Edgar Rainey	20 years	Joseph Valu	5 years

Wage & Hour Staff Speak at Migrant Resource Conference

On May 30, two Wage & Hour staff members — **Jennifer Fields**, manager, and **Maria Ortiz**, communication assistant — attended the annual Southwestern Michigan Migrant Resource Council Pre-Season Growers Conference. It was held at the Lawrence Conference Center in Lawrence. Jennifer presented information about the increase in Michigan's minimum wage and also spoke about the three other state employment laws enforced by Wage and Hour. This annual event helps migrant workers and their advocates to become aware of what resources are available to them.



Jennifer Fields and Maria Ortiz.

Wage & Hour Sees 31 Percent Increase in AG-Assisted Collections through August

The amount of money in unpaid wages collected by the Wage & Hour Division, with the assistance of the Attorney General's (AG) Office, more than doubled for the first 11 months of the fiscal year.

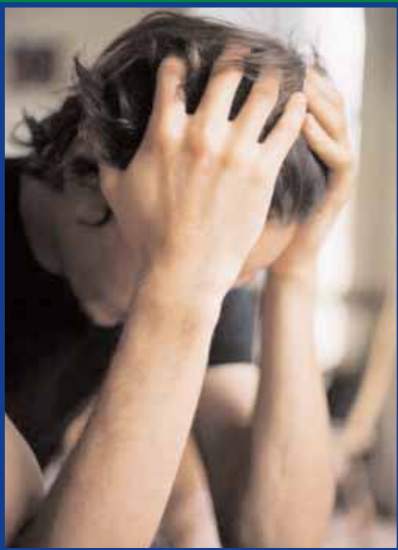
Wage & Hour Administrator Jack Finn reports that cases assisted by AG staff rose by 31 percent for the fiscal year through August 2008, compared to August 2007, and the amount of money collected from AG referrals rose by 122 percent to \$232,530 from \$104,429.

Total Wage & Hour collections from October 2007 through August 2008 amounted to \$2,412,842, down slightly from the \$2,674,511 collected through August 2007.

Finn said the increase in referrals occurred as more claims were filed with the division.

He explained that the Wage & Hour Division refers claims to the AG's office when the employer does not pay what is found due and owing in determination orders issued by the division. The claims are filed under provisions of the Payment of Wages & Fringe Benefits Act and the state's Minimum Wage & Overtime Law. The vast majority of referred claims, however, are for Wages Act violations.

The AG goes to a court of local jurisdiction or Ingham County District Court to get the determination orders enforced or for a court order for the employer to pay wages owed.



National Depression Screening Day is October 10, 2008

By Maria Lewis, Office of the State Employer Employee Service Program

Have you ever sprained an ankle? One minute you are walking along fine, then you step on an uneven surface, your ankle bends hard to one side, the pain shoots up your leg and you go down in a heap. Your ankle starts to swell, throb and hurt so much you can't put any pressure on it, let alone walk on it. In many ways, depression is the emotional version of a sprained ankle. Just like a healthy ankle that will become injured when subjected to extreme physical stress, healthy emotions can become "injured" when subjected to extreme emotional stress. Instead of symptoms such as physical swelling, bruising and loss of motion, depression has symptoms of sadness, loss of energy, difficulty concentrating and irritability. Both responses are expected medically-based reactions. It would be surprising if an ankle didn't get sprained when subjected to stresses that exceed the limits that the joint was intended to bear. Sometimes life events stress our emotions beyond the limits they are expected to bear as well.

Treatment for depression is highly effective and can make the difference between normal functioning and chronic medical problems that limit your activities. Friday, October 10, 2008, is National Depression Screening Day. If you have concerns about the emotional stresses you have encountered, or symptoms that you may be experiencing, please visit the Employee Service Program's free, confidential, interactive depression screening. The screening is anonymous, takes about five minutes to complete and can be the first step to improved health and well-being. You may access the screening by logging onto www.mentalhealthscreening.org/screening (keyword "espmi") or by calling 1-800-887-5676. The free screening will address the risks for suicide, bipolar disorder, generalized anxiety disorder, posttraumatic stress disorder and depression. For further information regarding depression or the screening program contact your Employee Service Program at (517) 373-7630 or 1-800-521-1377, Monday thru Friday, 8:00 a.m.–5:00 p.m.

October is Domestic Violence Month

By Maria Lewis, Office of the State Employer Employee Service Program

All across the nation, October has been designated as Domestic Violence Awareness Month. This is an opportunity for everyone in our state and nation to raise their awareness on this health crisis.

Domestic violence is a family problem and is often inter-generational. It is a learned behavior and without proper assistance, the cycle of violence and emotional scarring continues for generations. In addition, domestic violence can impact job performance by decreased productivity, frequent tardiness, and increased errors while at work (EDK Associates for The Body Shop, 1997).

According to State University of New York Downstate Medical Center (2008) Domestic Violence can be defined as a pattern of behavior that is abusive in any relationship that is used by one person to maintain and/or gain control and power over another. Examples may include:

- Threats or intimidation
- Verbal abuse
- Financial control
- Physical harm
- Creating disturbances at your work
- Name-calling
- Destruction of property
- Possessiveness and jealousy
- Sexual assault
- Controlling where you can go, and/or who you can visit

If you are experiencing Domestic Violence the following suggestions may be helpful:

- Inform your supervisor about your current circumstances so that they can assist you in developing a safety plan while you are in the workplace.
- Explore options available to you such as: flexible work schedules, formulating a safety plan for your home, and identifying relevant employee benefits.
- Seek advice on obtaining a Personal Protection Order.
- Contact the State of Michigan Employee Service Program for free, confidential assistance.

If you've experienced any of the above examples of domestic violence call for professional assistance. The State of Michigan Employee Service Program (ESP) is available to all classified State of Michigan employees and their family members. ESP counselors can assist by providing education, consultation and facilitate links to appropriate services. Call 800-521-1377, Monday – Friday, 8:00 a.m. to 5:00 p.m.

For 24-hour, 7-day-a-week assistance call the National Domestic Violence (NDV) Hotline at 1-800-799-SAFE (7233), TTY: 1-800-787-3224. The NDV Hotline staff can advise you where to go for shelter, and where to receive social and legal assistance.

The Michigan Coalition Against Domestic and Sexual Violence (MCADSV) have more than 70 domestic and sexual violence programs, and have agencies statewide. Call 517-347-7000; TTY is 517-381-8470. For more information, visit <http://www.mcadsv.org/>

References:

EDK Associates for The Body Shop (1997). The many faces of domestic violence and its Impact on the workplace. New York: EDK Associates.

SUNY Downstate Medical Center (2008).

Retrieved on September 9, 2008 from <http://www.downstate.edu/october.html>

UIA's Ken Hakala Featured at Flint Art Gallery

By Marianne Holst, manager, Grand Rapids RICC

Ken Hakala, a manager at the Unemployment Insurance Agency's (UIA) Remote Initial Claims Center in Grand Rapids, was one of the featured artists during the 25th anniversary of the Buckham Gallery in Flint. The gallery is an artist-run, not-for-profit exhibition and performance space that was established as a center for innovative and diverse contemporary visual and performance art.

Ken, who is an abstract painter, studied painting at Michigan State University with the well-known artist James Adley and has been painting since 1974. He graduated from MSU in 1976 with a bachelor's degree in humanities, majoring in philosophy, history and studio art.

Abstract art paintings often require more effort and attention from the viewer than the works that have gone before them, Ken noted.

Gradually, however, abstract artists trained our eyes to see differently, opening the way for expressionism, minimalism and other schools of abstract paintings.

For his work, Ken said that he looks within himself for his artistic inspiration.

He explained that he tries "to create a painting that will be new and exciting with each perception, and that each viewing of the work will give the audience a different perspective and vision but yet maintain a constant reality and finality to the painting."

Ken's work was exhibited at the Buckham Gallery for three weeks starting September 12. Additional information about the gallery may be found at www.gfn.org/buckham.



UIA manager Ken Hakala stands next to one of his abstract paintings. Ken's work was featured at the Buckham Gallery from Sept. to early Oct.

Jennifer Fields' Mom Honored

Wage & Hour's Jennifer Fields has reason to be proud of her mother — Susan Spagnuolo-Dal. Recently, Ms. Spagnuolo-Dal received the "Unsung Hero" award from the State Bar of Michigan at its annual convention.

An attorney with Legal Aid for South Central Michigan, Ms. Spagnuolo-Dal has concentrated on family law and dedicated herself to serving those who lack the means to protect their legal rights. As the Michigan Bar Journal noted in its September issue, "she has earned a reputation as a straight-talking lawyer who treats her clients with dignity and respect, helping them to understand the legal process and representing them with a positive attitude."

A letter in support of Ms. Spagnuolo-Dal's nomination from a fellow attorney stated, "There is a genuine concern to help a low-income person receive the same legal help obtainable by those with more economic means. Often times, the young, old and poor are those who need the most help going through the legal system. Sue is always there for them."

While working as an attorney, Ms. Spagnuolo-Dal also found time to raise her family of 10 children — five girls and five boys. As Jennifer noted, "She has a ton of energy. My dad died when my youngest brother was three and my mom really held the whole family together."

Congratulations to Jennifer's mom — Susan Spagnuolo-Dal.



Jennifer Fields (standing, second from left) is pictured with her sisters and their mother Susan Spagnuolo-Dal (seated, right).

New Online Interpreter Directory Now Available at www.mcdc-dodhh.org

By Joy Thomassen, NAD IV, CI/CT, Michigan State Interpreter Coordinator
Commission on Disability Concerns, Division on Deaf and Hard of Hearing



The Michigan Commission on Disability Concerns, Division on Deaf and Hard of Hearing (MCDC-DODHH) is pleased to announce the new Online Interpreter Directory at www.mcdc-dodhh.org (under "For Interpreters"). Names of newly credentialed interpreters are now posted immediately so that employers, agencies, hospitals, schools, government offices, Deaf community consumers, and fellow interpreting professionals are able to hire qualified individuals more readily. Interpreters can also track their credential requirements to ensure they renew on time. Updates occur weekly to the names and credential information of available interpreters. With this expanded electronic service, a greater number of requests for American Sign Language interpreting services will be met and the community better served.

The Online Interpreter Directory is a huge improvement from the previous directory which was a PDF of a paper format that was updated every six months or so. Unethical people could alter the PDF and print it to show credentials that had expired or never existed. Daily and weekly updates are more reliable and accurate for those needing to employ interpreters. As new people test and become credentialed they are posted online almost simultaneously as certification notices go out. More enhancements of the site are planned including capability of allowing inter-

preters to sign-in to update their contact information with the DODHH office, registering for testing online, making payments electronically, and recording professional development. Each of these features will assist interpreters in speeding up the process for them to become "qualified" to work in Michigan and/or supporting their efforts to keep their credentials.

This project was a combined effort of staff from the MCDC, DODHH, and the Department of Information Technology (DIT). A special thank you to all who worked on the development of the site and made the online directory possible: **Christy Hill, Janet Jurus, Jeanne Heckman** (former contract employee) and **Joy Thomassen** all from DODHH; **Cheryl Mattson**, MCDC; and **Ed Kodish, Dane Jurkovich, and John Henry** from DIT.

On June 27, 2007, Gov. Granholm signed legislation amending the Deaf Persons' Interpreters Act of 1982. Now, for an interpreter to be "qualified" for employment in Michigan, he/she must have credentials from the State of Michigan Quality Assurance (QA) exam or from the National Registry of Interpreters for the Deaf. As part of the legal responsibilities of DLEG's Michigan Commission on Disability Concerns, Division on Deaf and Hard of Hearing office, a database of currently credentialed interpreters is maintained.

MRS Holds Annual Golf Outing

By Dave Corcoran, MRS, Bay City

The Tenth Annual Irish Open MRS golf scramble took place on Friday September 12 at Pleasant Hills Golf Club in Mt. Pleasant under lead gray skies and occasional light mist. The event, coordinated by David Corcoran (MRS-Bay City), was specifically for MRS employees, retirees, blended staff, and community partners. Thirty-six participants from nine teams played. The Michigan Career & Technical Institute (MCTI) team of Ty Swinehart, Lori Rodarte, David Porter, and Mile Rodarte mastered the wicked

pin placements and clobbered the competition with a score of 10 under par to win First Flight. Second Flight was won by Aaron Salinas (MRS-Adrian), Sara Kristal (Disability Network of Mid-Michigan), Scott Walker (Key Opportunities-Hillsdale) and Karsten Bekemeier (MRS-Jackson) with a score of even par. Elsie Duell (MRS Central) captured the prize for ladies' closest to the pin. Sara Kristal (Disability Network of Mid-Michigan) won ladies' long drive. Mens' long drive went to Scott Walker (Key Opportunities-Hillsdale). Special thanks to all who participated considering the imminent arrival of Hurricane Ike. Next year's Irish Open is scheduled for Sept 18, 2009.



MRS staff, friends, and partners gather on the links for the Tenth Annual Irish Open

DLEG Mission and Values Development Team

Chris Ambrose, Workers' Comp Board of Magistrates
Mike Aubin, Wage and Hour
Elizabeth Band, MES Board of Review
Jeannine Benedict, Office of Policy and Legislative Affairs
Robin Bennett, Finance
Patti Curtis, Workers Compensation
Mel Farmer, Metro Authority
Anita Friday, Unemployment Insurance Agency
Tracy Goss, Bureau of Commercial Services
Margie Hadsell, Michigan Rehabilitation Services
Ron Harkness, Bureau of Workforce Transformation
Georgia Harris, Wage and Hour
Denise Hinneburg (HINNaberg), Employment Relations
Donna Holberg, Office of Human Resources

Joyce Karr, representing Office of Financial and Insurance Regulation, now with BCS
Jim Nelson, Commercial Services
Tracie Pack, Construction Codes
Bob Robertson, Commission for the Blind
Chris Rosborough, Council for Labor & Economic Growth
Joy Ryan, Workers Compensation — Appellate Commission
Judith Shane, MIOsha
Carole Sorenson, Labor Market Information
Karen Towne, representing Fire Services (now with the Director's office)
Michele Walker, Bureau of Workforce Transformation
Rebecca Weir, State Office on Administrative Hearings and Rules
Allen Williams, Internal Audit
Greg White, Public Service Commission

Silent Auction Raises Funds for Charities

The State of DLEG meeting featured a display of silent auction items that staff could bid on to help raise funds through the 2008 SECC for local charities. The auction featured exclusive merchandise and experiences donated by members of the DLEG staff. The auction raised a total of \$2,165.25, with the proceeds going to the following charities:

- ❖ Woldumar Nature Center
- ❖ Autism Society of MI
- ❖ Big Brothers/Big Sisters
- ❖ Hospice of Lansing
- ❖ Capitol Area Humane Society
- ❖ All of Us Express Children's Theatre
- ❖ Planned Parenthood of MI

Item 1—Lunch with Director Cooley

Winning Bidder: Michalene M. (Mickey) Plewa

Item 2—Weekend getaway

Winning Bidder: Martha Yoder, Eve Hatt, and Connie O'Neil

Item 3—Breakfast with Andy Levin

Winning Bidder: Meredith Timpson

Item 4—Golf with Mario Morrow

Winning Bidder: Al Pohl

Item 5—Necklace and bracelet

Winning Bidder: Alaa G. Herfi

Item 6—Painting: Walk in the Park

Winning Bidder: Alaa G. Herfi

Item 7—Four tickets to Connxtions

Winning Bidder: Chong-Anna Canfora

Item 8—Gym membership

Winning Bidder: Mark Weishar

Item 9—MSU scarf and pillow set

Winning Bidder: Jack Finn

Item 10—Necklace and bracelet

Winning Bidder: Julie Hales

Item 11—Kathy Fagan handbag

Winning Bidder: Julie Hales

Item 12—Four tickets to Connxtions

Winning Bidder: Karen Towne

Item 13—Gym membership

Winning Bidder: Frank Russell

Item 14—Gift basket

Winning Bidder: Alaa G. Herfi

Item 15—Painting: White Daffodils

Winning Bidder: Marcia Black-Watson

Item 16—Necklace and bracelet

Winning Bidder: Michalene M. (Mickey) Plewa

Item 17—Beagle puppy

Winning Bidder: Leslie Twitty

Item 18—U of M scarf and pillow set

Winning Bidder: Sparky Hutting

Item 19—Four tickets to Connxtions

Winning Bidder: Darla Harper

Item 20—Gift basket

Winning Bidder: Alaa G. Herfi



Gift basket donated by Yvette Robinson, Bureau of Commercial Services, Paula Stevens, Office of Communications, and Irma Davaloz, Office of Human Resources, containing a Michigan State University scarf and pillow set, four tickets to Connxtions Comedy Club, Wendy's gift card, T-shirts and more.



AKC/NKC Registered Beagle puppy donated by Debra Osmolinski, UIA



Debbie Huntley Joins Executive Office

Please welcome Debbie Huntley, who has joined DLEG's executive team as special assistant to Deputy Director Andy Levin. Debbie replaces Marcia Black-Watson, who was named deputy director of the new Bureau of Workforce Transformation this summer. In her new position, Debbie will assist Andy with all aspects of his efforts to transform Michigan's workforce development system and help every worker affected by the traumatic shifts our economy is undergoing to gain new skills and great new jobs.

Debbie is a career State of Michigan employee who has worked in five departments, but she has spent the bulk of her career in MDOT, where she has risen steadily. In her time there, Debbie has mastered budgets, planned large events, organized MDOT's internal training, and served as an executive assistant to division and bureau directors and the department director.



Debbie K. Huntley

Tami Risner Joins CLEG Staff

Please welcome Tamara (Tami) Risner to DLEG as a permanent member of the staff of the Council for Labor & Economic Growth, a division of the Director's Office. Tami started work in late July and serves as assistant to CLEG Administrator Alisande Henry, as well as secretary to the Council and its staff. Tami comes to the State of Michigan with more than 12 years of experience as an administrative/executive assistant. Her most recent position was with Spartan Chassis in Charlotte, where she served as an administrative assistant/receptionist in the military production plant. Prior to that, she worked for the Eaton Rapids School District as a secretary to the middle school principal and as an assistant to the deputy superintendent. She has also worked in health care and various private-sector positions.

Tami lives in Eaton Rapids with her husband Mark and children Michael and Lacey. Her adult daughter Tricia, and granddaughter Kaylee also live in Eaton Rapids.

Already in the short time she has worked with the CLEG staff, Tami has brought enthusiasm and energy to the position. We're very happy to have her join the CLEG staff.

Gould Promoted at W & H



Lisa Gould

Lisa Gould has joined the management team at the Wage & Hour Division. She was recently promoted to a manager's position with the division and now serves as one of the division's three regional managers. Lisa is based at the division's Livonia office, which covers the metropolitan Detroit area. She fills a vacancy created by the retirement of Yvonne Clark. Prior to her promotion, Lisa was an investigator with the division.

On the Move

Yvonne Clark Ends 32-Year Career at Wage and Hour

Yvonne Clark, a regulation manager at the Wage & Hour Division, retired at the end of July. Yvonne managed one of the division's three regions and retired with 32 years of state service, all with the Wage & Hour Division.

She was honored by her co-workers during dinner at the division's recent staff-wide meeting.

Yvonne Clark relaxes prior to her retirement from the Wage & Hour Division following a 32-year career.



Lauri Woudstra Retires After 32 Years of Service

Lauri Woudstra, rehabilitation counselor for Michigan Rehabilitation Services (MRS) in Kent County, will be retiring in October, after almost 32 years of service. In addition to her regular duties as a transition counselor, Lauri has spent the last few months developing a program that will provide work experience for youth and young adults diagnosed with autism. Through her initiative, Grand Valley State University, Goodwill Industries, and Michigan Rehabilitation Services will collaborate to provide work experience for these young adults on campus at GVSU. The program started in October, with four participants currently enrolled and two more starting soon.

In her retirement, Lauri plans to travel with her husband Jim and spend time with her children Jaimie and David.

"Lauri is leaving a legacy of opportunity for young adults with autism in Kent County," MRS site manager Catherine Cronick said.



Lauri Woudstra

We Get Letters ... and Emails!

We all know DLEG is filled with employees who go above and beyond the call of duty every day, but often we never hear about it. If you or someone you work with has received a phone call, email or letter of praise for exceptional customer service, please forward it to LEGwork editor Kathy Fagan, who will make sure it appears on the "We Get Letters and Emails" page of the next issue. This is your chance to blow your own horn or recognize a co-worker for a job well done!

Gentlemen,

I wish to convey to you, my sincere appreciation for a very successful Veteran Job Fair/VFW Open House at VFW Post 345 in Redford, on 25 September 2008. Renee Brzeg and Lori Howard demonstrated unparalleled professionalism, organizational skills, and a genuine heartfelt commitment to the entire event. The event would have not been such a great success without our combined positive attitude, teamwork, and dedication in helping veterans. Their efforts embody some of the same values of the Veterans of Foreign Wars' "Honor the dead, by helping the living."

I anticipate working with both Renee and Lori again on future veteran job fairs.

Thank you again,
Eric S. Bell, Commander,
Don S. Hubert , VFW Post 345

A proper and full thank you...

An unemployed worker recently wrote to Director Cooley to express his appreciation for the help he received from several Unemployment Insurance Agency staff members who helped him with his claim for unemployment benefits. The writer from Belleville said:

"I am writing to you in hopes that, in some way, an acknowledgement could be given to four of your departmental assistants. They are: Linda (no last name), Kan Deshia Blacksher, Shari Wasney and Karen O'Neil! You see, I was having difficulties in applying (also with the extension) and made errors on the computer and phone lines. This was for four days — each day was a different assistant. Each was extremely helpful, patient, understanding and polite beyond the call of duty. I cannot thank them enough. I am hoping you will be able to properly and fully thank them for their fine work and personalities.

Mr. Shawn Potter, Michigan Rehabilitation Services, received the following letter from a customer and her family:

Dear Shawn:

On behalf of Carrie and her family, we wish to thank you for all you have done to try to help Carrie as she has tried to find and keep employment. Thank you so much for sticking with her, even when she made it difficult. We appreciate your help in understanding her problems and the letter you wrote in her support for social security disability.

Carrie was granted disability at her hearing on August 13. Your letter and the one written by Jennifer Abbott were probably key in making this happen. We especially appreciate the "extra" Jennifer gave and the professionalism she portrayed in her efforts to help Carrie. I cannot think of enough proper words to express our gratitude and thanks to you both.

Dear Sir/Madam,

I just wanted to drop a quick note to acknowledge the excellent service that we have received from a member of your Corporation Division staff.

We are an Australian publicly listed company with a couple of subsidiaries in the U.S., and a head office in Perth, Western Australia.

We no longer have any staff in the U.S. so we manage our corporations' responsibilities from here in Perth.

I recently had cause to make a web enquiry for assistance in the lodgement of a number of forms.

My enquiry was replied to (after allowing for the opposite side of the world time-difference) on the same day by Ms. Kit L Murphy of DLEG, Bureau of Commercial Services, Corporation Division.

The enquiry was also followed up by a series of emails that were polite, succinct and above all very helpful in providing a simple solution to our problem.

I can safely say that this has been the most simple, successful and pleasant interaction that I have had with any government agency (federal or state) in a number of years and Ms. Murphy should be congratulated for that.

The Michigan Commission for the Blind received a letter from a client of rehabilitation counselor Michelle Visscher and rehabilitation teacher Patricia Angerman. In the letter, the client said, "I am writing to thank you for the money provided by the Commission to help pay for my tuition at [college] this coming school year. I am extremely grateful for your funding, and I am eagerly looking forward to the opportunities awaiting me. . . I have found the meetings with Pat Angerman and Michelle Visscher to be extremely informative and beneficial. Both women have been wonderful to work with . . ."

[More] Letters ... and Emails!

We all know DLEG is filled with employees who go above and beyond the call of duty every day, but often we never hear about it. If you or someone you work with has received a phone call, email or letter of praise for exceptional customer service, please forward it to LEGwork editor Kathy Fagan, who will make sure it appears on the "We Get Letters and Emails" page of the next issue. This is your chance to blow your own horn or recognize a co-worker for a job well done!

Carrie Lewand-Monroe, Executive Director of the Michigan Land Bank Fast Track Authority, shared the following email that was sent to property analyst Jennifer Lascari:

Thank you again for all your hard work. I have to say that dealing with you has been better than any other government department ever.

UI debit cards are "the best thing since sliced bread"

Recently, Pamela Caldwell-Suggs, a manager at the Unemployment Insurance Agency's Remote Initial Call Center in Detroit, spoke to an unemployed worker who is receiving unemployment benefits. The Kalamazoo woman called UIA and said she was very pleased with the debit card payment method.

"Implementing the debit card is the best thing the Unemployment Insurance Agency has ever done. In fact, it's the best thing since — 'sliced bread,'" the caller said. And she wanted Pamela to send the message to whoever was responsible for coming up with such an excellent idea.

It's nice to receive some positive feedback sometimes.

Shirley Owens, Deaf Specialist/Rehabilitation Counselor at the MRS Roseville District Office, received the following words of appreciation from a client:

I can't thank you enough for making this wonderful experience. All my life I've waited, but you made it possible for me to have aids. It was trouble free, very professionally taken care, and all in a timely manner. You took "your" time with me and explained paperwork, I was at ease with you like a friend. You're such a warm person. Thank you again for everything you made possible. P.S. I feel like I've stepped into another world. How different everything is!

Sigrid Adams, Site Manager, MRS Lansing District Office, received these words of gratitude from a client:

I am writing to say how much I appreciate the assistance your agency provided while I was looking for a permanent, full-time job. The breadth of services I received was quite a surprise to me, and so very much needed. At that point in my life, I felt I had nowhere else to turn, and was referred to you by a local guidance counselor. Without her aid, I would not have known that Michigan Rehabilitation Services provided assistance to someone in my situation. You can only imagine how relieved I was to make this discovery!

The following staff provided compassionate, personable, customized assistance through those terrible months: Suzanne, Peg, Kirsten, and Carla from CACIL. Without their help, I know I would not be able to achieve nor maintain all of the new and exciting changes in my life. I received help with job searches, mock interviews, public transportation, postage for job applications, business clothing and shoes, telephone bills, food pantries, locating a subsidized apartment, and even rides home from Peg on days when I hurt too much to take those 1½ to 2-hour bus trips!

My future is here already, and I now have a better (and less expensive) place to live, as well as a permanent, full-time job with benefits! I cannot begin to express how overwhelming it is to suddenly have "my old life" back again! I will never forget the kindness your staff extended to me. I hope that you, your staff, and your agency will continue to provide excellent service to the workers of our great state. My best wishes to you all!

